



“Customers don’t measure you on how hard you tried. They measure you on what you deliver.”

Steve Jobs

GREATER CLEVELAND

MANAGER’S COMMENTS

I enjoy the holidays like I’m sure all of you do. But they’re over and it’s time to not just resume our daily work, it’s time to refocus and prepare to execute a plan that will contribute to your company’s and this industry’s growth. All indications are that opportunities will be there. We all must figure out what we’re going to do to capitalize on them, then just do it. Trying isn’t enough, as Steve Jobs said. The customer has to see the value in the product we’re selling. When your product is the most expensive, value is about quality.

In November I wrote about growth in this industry. I maintained that a hindrance to growth; i.e. contractors expanding their gross sales (“Getting Out of Their Comfort Zone”,) was the historical acceptance of the fact that at least 10% of the available workforce isn’t worth the wage package they are paid.

The only resolution to that is an aggressive use of the “Repeated Discharge” language that’s in every agreement. As I have written before, that can only have a chance to happen if Employers initiate the process. Somebody has to be discharged once before they can be discharged twice. And again, I’ve said, it must be done correctly. That means, progressive discipline and documentation and if bad behavior continues after that then discharge is the next step, Ok, let me ask, is this too difficult? If you think it is, well then, the only solution to

the 10% problem is a long ways away. It’s called attrition. If you just laid off a 30 year old that should have been discharged then expect the hindrance to growth to be around for another thirty years. That’s sad.

Anyway, if you are fine with attrition being the solution that doesn’t mean we, the folks who want to do more than talk or just try to positively influence our industry, have to sit by and replenish the workforce with more 10%’ers. I mean the 10%’ers exist in part because of poor quality control during their apprenticeship . Once again think back, if you came through the program, I’ll bet you can name at least one person who graduated with you that you wouldn’t hire. If there were 10 people in your class, that’s our 10%’er.

I challenge every JATC member to refocus their commitment to the development of the students. And I challenge everyone else, that if you know of an apprentice who may not be measuring up, to SAY SOMETHING to the JATC. The Committee needs to first identify, then help that potential 10%’er to succeed. This needs to happen quickly and if you have any sense that that person may become a 10%’er, then they have to be terminated.

Continued on Page Two.

MANAGER’S COMMENTS CONTINUED

Sound harsh? How does failure to provide the industry with a chance to grow sound? As a JATC member, I have never heard a contractor tell me I did a hell of a job at keeping the building looking nice. Don’t be confused or misrepresent what I’m saying. I’m saying it’s a simple matter of PRIORITY. It’s about quality control. The apprentice has to be monitored/measured in every facet of their training. If this isn’t done, guess what? You won’t know if you’ve let a 10%’er slip through the crack and become a future hindrance to growth until its too late.

I’m going to throw out a suggestion for those programs who have the resources. Hire a person, separate from the Training Director, to be the Director of Apprentice Development and Recruiting. That’s the person in charge of overall quality control, in the classroom and on the job. For pro-

grams that can’t do that, at least make quality control a priority the best way you can.

I would be remiss if I didn't, one more time, say that the best tool for tightening up the cracks the 10%’ers fall through is the use of the Electrical Training Alliance’s Craft Certification Testing throughout the program to monitor/measure the apprentices. For those out there that disagree, I’m done talking to you because you either don’t have a complete understanding of Craft Certification Testing and thereby are just projecting an uninformed opinion or you come from a time you don’t want to leave, where the 10%’ers are embraced. The good old “Comfort Zone” was your creation.

Progressive leaders and forward thinkers will be the catalyst for growth as long as they act on making quality control a priority.

MANHOURS

Cleveland Division thru November:	2,508,486
Lake Erie Division thru November:	382,541
Northeast Ohio Division thru November:	363,113
Chapter Total:	3,254,140

OHIO CURRENTLY ADOPTED BUILDING CODES—NOV. 2017

Non-Residential Construction (4 Family & Above)

- 2017 Ohio Building Code (Based on the 2015 International Bldg. Code)
- 2017 Ohio Mechanical Code (Based on the 2015 International Mechanical Code)
- 2017 Ohio Plumbing Code (Based on the 2015 International Plumbing Code)
- 2017 NFPA 70 National Electric Code
- 2016 NFPA 13 Standards for Installation of Sprinkler Systems
- 2016 NFPA 72 National Fire Alarm and Signaling Code
- 2015 International Fuel Gas Code
- 2012 International Energy Conservation Code/ASHRAE 90.1 2010
- 2011 Ohio Fire Code (Based on the 2009 International Fire Code)
- ICC/ANSI A117.1 2009 Accessible & Useable Buildings and Facilities

Residential Construction (1,2 and 3-Family Dwellings)

- 2013 Residential Code of Ohio (Based on the 2009 International Residential Code w/Jan. 2016 Updates
- 2011 Ohio Plumbing Code
- 2014 NFPA 70 National Electric Code
- 2009 International Energy Conservation Code

OHIO FIRE ALARM LICENSING CHANGES

As you see from the information above the State of Ohio has adopted the 2017 Fire Code. Below you will see the significant changes related to licensing that are contained there in.

<u>What is Changing ?</u>	<u>Effective Date</u>
<p>The 60-day renewal period for Fire Protection licenses is eliminated. Past due renewal applications for Companies and Individuals will no longer be accepted. All renewal applications received after expiration date are considered new applications.</p>	January 2, 2018
<p>Individual Fire Protection licensees will be required to RE-TEST if renewal is not received by the license expiration date.</p>	January 2, 2018
<p>SFM must be notified of a Fire Protection Company’s branch office address change or closure within 30 days of the address change or closure. The main Fire Protection Company or the Branch is responsible for providing this notification to SFM.</p>	December 15, 2017
<p>Company Branch applications now have an initial \$10 fee for new licensure. Renewal fees for Branches remain \$0.</p>	December 15, 2017
<p>Sole Proprietor Fire Protection Company applications now have an initial \$50 fee for new licensure. Annual renewal fees for Sole Proprietor companies increase to \$50.</p>	December 15, 2017
<p>Fire Protection exams will be offered more frequently in various state-wide locations by a third-party vendor. In addition to SFM fees for application processing, a nominal fee will be charged by the testing vendor.</p>	Mid 2018- Specific Date to be determined.
<p>Here is the link to the Draft 2017 Ohio Fire Code http://www.com.ohio.gov/ProposedRules.aspx</p>	

UPCOMING EVENTS

- 1.) **Future Chapter Leaders Meeting** - January 12, 2018 - Noon at the NECA Office.
- 2.) **Code Class**—Saturday, March 24, 2018 7:30 AM –1:00 PM at the Crowne Plaza Hotel, Rockside Road, Independence.
- 3.) **NECA Eastern Region Spring Meeting** - April 15-18, 2018 at the Omni La Costa Resort in Carlsbad, Ca.
- 4.) **NECA Convention & Trade Show**—September 29-October 2, 2018 in Philadelphia, Pa.



GO CAVS!!!!

LOOK FOR THE NEXT REVIEW IN FEBRUARY 2018!!

**IT'S GOOD BUSINESS TO DO BUSINESS WITH THOSE FIRMS
WHO SUPPORT OUR ASSCIATION**

CHAPTER ASSOCIATE MEMBERS

1-888-Ohio Comp	Leff Electric
Admar Supply Company	Mars Electric
BMA Media Group	Milwaukee Tool
Ciuni & Panichi, Inc.	NES Rentals
CompManagement, Inc.	PEPCO
Eaton Corporation	Riffle and Associates
Ericson Manufacturing	Simplex Grinnell
G.E. Energy Management	United Rentals
Graybar Electric Co.	

NECA PREMIER PARTNERS

3M	Philips Lighting
Federated Insurance	Schneider Electric
Graybar	Southwire Corporation
Milwaukee Tool	Thomas and Betts Corporation

ELECTRICAL TRAINING ALLIANCE PARTNERS

PLATINUM LEVEL:

Milwaukee Electric Tool Corporation
 Klein Tools, Inc.
 Thomas & Betts Corporation
 3M Company Electrical Markets Division
 Salisbury by Honeywell
 Harger Lighting and Grounding
 Fluke Corporation
 Lutron Electronics, Inc.
 Eaton's Bussman Business
 Schneider Electric
 Southwire Company
 Prysmian Power Cables and Systems
 Graybar
 Greenslee by Textron Corporation
 Ideal Industries, Inc.
 Westex by Milliken

GOLD LEVEL:

Buckingham Manufacturing Company, Inc.

Alexander Publications

SILVER LEVEL:

Ann Arbor Area Convention & Visitors Bureau

Rubin Brothers, Inc.

American Technical Publishers, Inc.

Ypsilanti Area Convention & Visitors Bureau

Legrand, North America

E2E Summit

BRONZE LEVEL:

MOSAIC

Stark Safety Consultants

Coyne First Aid

Wellshade